

## Apprenticeship:

### A winning workforce solution for Washington employers

Apprenticeship is the best training model with the fastest learning curve for hands-on occupations. And apprentices learn to do the job the way YOU want it done. It's an approach that works!

### An excellent return on your investment

Costs are shared by the apprentice, journey-level workers, the employer, and the state. But *you* get most of the return on this investment: increased productivity, worker loyalty, and a qualified, highly-skilled workforce.

### A financial edge in a competitive market

- You pay registered apprentices a lower wage on prevailing wage jobs.
- Your bid gets a competitive edge when apprentices are on the payroll because it helps the prime contractor meet apprentice utilization requirements.
- Your bids are attractive to renewable energy project developers who may be required to have registered apprentices on the labor force.



"Apprenticeship ensures us access to an emerging workforce that is safer and better trained. It's a win-win-win outcome for our company, for our workers, and for purchasers of our services."

— Don Guthrie

*President, Wayne's Roofing, Inc., Sumner  
Chairman, Pierce County Roofers  
Apprenticeship Committee*

Apprenticeship is a centuries-old teaching system that combines hands-on, on-the-job training with classroom learning to build relevant, 21st century skills.

### Contact L&I's Apprenticeship Program

Phone: 360-902-5320

Email: [Apprentice@Lni.wa.gov](mailto:Apprentice@Lni.wa.gov)

Web: [www.Apprenticeship.Lni.wa.gov](http://www.Apprenticeship.Lni.wa.gov)  
Click on "For Employers"

## Apprenticeship

Good for **business**

Good for **workers**

Good for **our state**



*Other formats for persons with disabilities are available on request. Call 1-800-547-8367. TDD users, call 360-902-5797. L&I is an equal opportunity employer.*

PUBLICATION F100-533-000 [04-2013]

# Registered Apprenticeship

in the construction industry



Invest in your company, your community, and the future.



“My company has benefited from training opportunities not only for apprentices, but also for our journey-level installers and project managers. Our clients who contract on public works projects appreciate that we are able to participate in their apprenticeship utilization goals. Participating in the NICA apprenticeship program has been well worth our investment.”

— **April Sta Rosa**

*Owner, Valley Floor Company, Inc., Kent Northwest Independent Contractors Association’s (NICA) soft floor apprenticeship program*

## Apprenticeship questions answered

### What is the Apprentice Utilization Requirement?

It’s a Washington State law\* requiring that 15% of the labor force on certain public works projects be registered apprentices. However, some private owners require their contractors to have apprentices on their construction projects simply because they recognize the value of apprenticeship.

### Are trainees and registered apprentices the same thing?

No. Trainees in the licensed trades (plumbing and electrical) are not necessarily registered apprentices. They must have an apprentice registration ID number from Washington, Oregon or Montana for their employer to qualify for the reduced prevailing wage rate of pay and count them toward their utilization requirements.

### Would I be required to sign a union agreement if I joined an existing, union-supported apprenticeship program?

No. By law, apprenticeship programs may not compel any employer to sign a collective bargaining agreement as a condition of participating in an apprenticeship program, nor can they charge you more than union contractors. There are also open shop apprenticeship programs for many of the major trades and occupations.

### DID YOU KNOW?

Many counties already have some apprenticeship costs built into their prevailing wage rates. You’re already paying for apprenticeship. Why not take advantage of its benefits?

### SHOP AROUND FOR AN APPRENTICESHIP PROGRAM

Registering to be a **training agent** in an existing apprenticeship program is a quick process. But take the time to compare costs. Find out *what* they pay for, *how* you will be charged, the geographical area the program covers, and the quality of the training facilities.

### I’m interested in hiring apprentices. How do I get started?

1. You may join an existing apprenticeship program and enroll your current, non-journey-level employees. Or, you may arrange to have the program supply you with apprentices. This option allows you to become a training agent responsible for their on-the-job training. There are joining and classroom-training costs, but it’s the easiest and fastest way to participate.

or

2. You may create your own program. The approval process would take at least three months. Call us at 360-902-5320 and ask for an apprenticeship consultant to help you decide whether creating your own program is right for your business.

Request a free consultation with one of our apprenticeship professionals and find out how to make apprenticeship work for your business. Call us! 360-902-5320.



“Apprenticeship has allowed us to train young people from their very start in the industry, so that they get steeped in our culture and way of doing things. We built our workforce in this way, creating lasting relationships with these young people.”

— **Brian Winkler**

*President, WM Winkler Co., Spokane  
Inland NW Chapter Associated General Contractors member  
W. States Operating Engineers Apprenticeship  
NW Laborers Apprenticeship  
WA Cement Masons Apprenticeship  
E. WA & N. ID Cement Masons Apprenticeship*

\*RCW 39.04.320